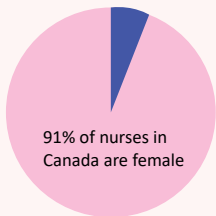


What is Nurse Burnout?

Burnout is defined as emotional exhaustion, depersonalization, diminished professional achievement, and reduced personal accomplishment

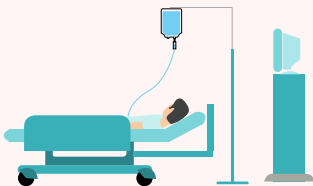
“ During the global COVID-19 pandemic, nurses have consistently reported higher levels of burnout than any other hospital-based healthcare professionals in Canada ” -Maunder et al., 2021



Why Does it Matter?

Nurses work in a high-stress environment in which they are tasked with providing patients with life-saving care. As such, their mental and physical well-being should be of paramount importance.

- Patient outcomes are negatively impacted by nurse burnout



Methodology



We have chosen to focus on Canada as we were all born here and have friends and family that work within the Canadian healthcare system.

Our Approach

We chose to take focus solely on nurses rather than other healthcare professionals as many of the articles were pointing to them experiencing a higher degree of burnout. As you make your way through this report, you will notice that we have tried to center the nurse in our approach. This is not intended to situate blame with them, but rather to attempt to bring their concerns to the forefront of this issue.

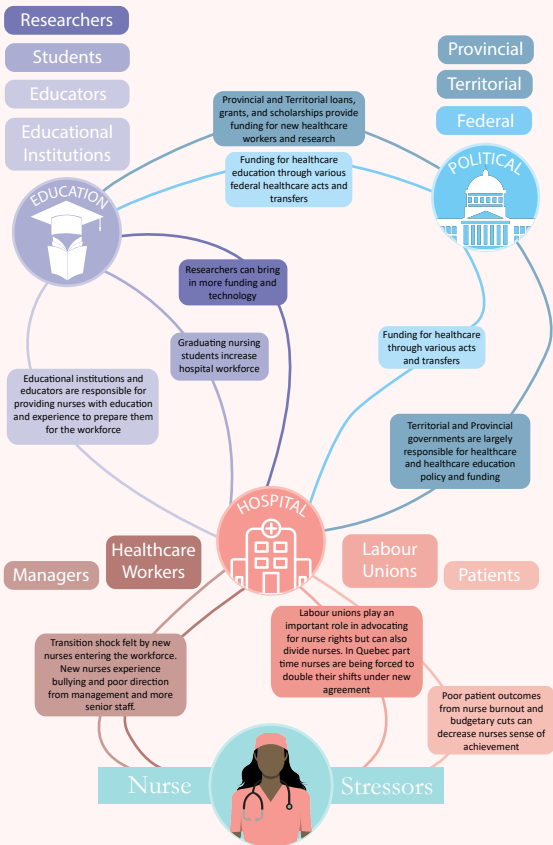


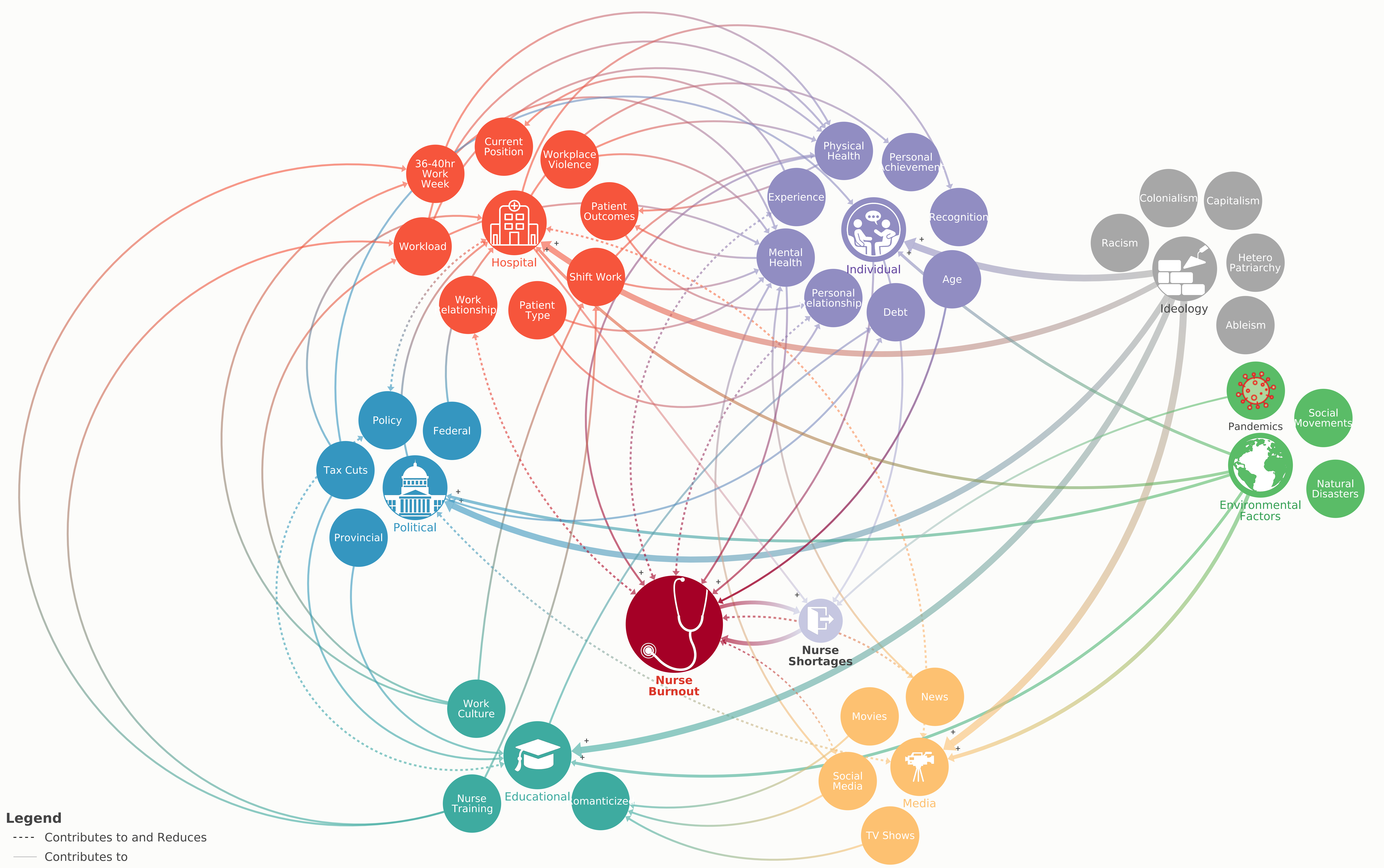
Tipping Point



Covid-19 has had a profound impact on healthcare systems across the globe. Our research has shown that the rates of severe nurse burnout have increased from 20-40% pre pandemic to over 60% by spring 2021.

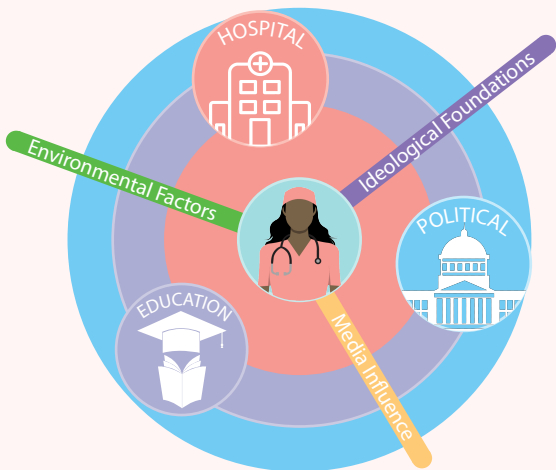
Systems and their Key Stakeholders





Legend
 ---- Contributes to and Reduces
 — Contributes to

Key Systems Related to Nurse Burnout



Ancillary Systems

Ideological Foundations

Ideological foundations undergird all of our systems.

- Capitalism has shaped our values around human productivity influencing the grind culture that nurses experience
- Disparity between the wages of men and women nurses

Environmental Factors

Environmental factors can have far reaching impacts across all systems.

- Social movements such as #runningonempty brings awareness to nurse burnout
- Pandemics such as Covid-19 have had devastating global impacts on healthcare systems

Media Influence

Media influence shifts or galvanizes ideological perspectives.

- Problematic news reports that frame nurses as overpaid public servants
- News reports that show nurse perspectives on burnout

Stressors Affect Nurse Physical and Mental Well-being

Physical and Mental Health Feedback Loop

Mental Health

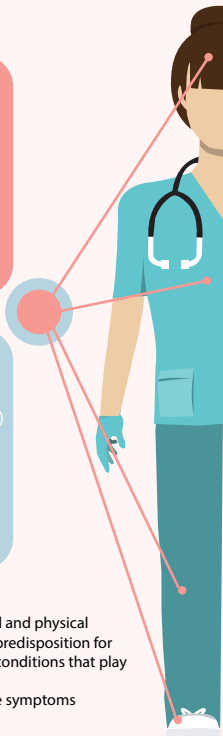
- Stress induced illness (arrhythmia)
- Depression, Anxiety and OCD
- Suicide Ideation
- Environmental Crises (pandemic)
- Significant symptoms of PTSD, MDD, GAD, PD, and AUD

Physical Health

- Repetitive stress injuries (always on feet)
- Injuries due to violent altercations
- Diet (impacted by shiftwork and no breaks)
- Sleep cycles impacted negatively

Important Considerations

- Diathesis Stress Model is the theory that mental and physical disorders develop from a genetic or biological predisposition for that illness (diathesis) combined with stressful conditions that play a precipitating or facilitating role
- Covid-19 Pandemic has exacerbated all of these symptoms



What are the Stressors in the Individual System?

Race & Ethnicity

- + No recognition contributes to low self esteem and increases burnout
- Recognition for the hard work nurses do improves self esteem and mitigates burnout

Experience

- + Nurses with more experience have greater resiliency and can experience less symptoms of burnout
- Nurses with less experience have less resiliency and can experience more symptoms of burnout

Sex/Gender

- + Females experience higher rates of burnout
- Males experience lower levels of burnout

Recognition & Achievement

- + No sense of personal achievement impacts self esteem and increases burnout
- Personal achievements can improve self esteem and mitigate burnout

Age

- + Older nurses have greater resiliency and can experience less symptoms of burnout
- Younger nurses have less resiliency and can experience more symptoms of burnout

Personal Relationships

- + Nurses with unhealthy relationships are more likely to experience burnout
- Nurses with healthy relationships are less likely to experience burnout



- + Nurses at higher risk of contracting covid and needing to quarantine



What are the Stressors in the Organizational System?

How are Hospitals perpetuating Individual Stressors?



Patient Type

- Patients who are on their deathbed are an additional workplace stressor +
- Patients that are easily fixed will provide a sense of achievement -

Patient Outcomes

- Negative patient outcomes impact nurse self esteem negatively +
- Positive patient outcomes impact nurse self esteem positively -

Shift Work

- Shiftwork is difficult and impacts sleep +
- A nurse that enjoys their schedule may not experience burnout -

Workplace Violence

- Nurses experience violence from patients as well as other healthcare workers +
- Nurses that dont experience violence are more likely not to experience burnout -

Workload

- Nurses have too many tasks +
- Proper management leads to nurses not being overburdened -

Work Relationships

- Nurses experiencing bullying from management and coworkers +
- Nurses with healthy work relationships are less likely to experience burnout -

36-40hr Work Week

- Nurses work high intensity long shifts +

Current Position

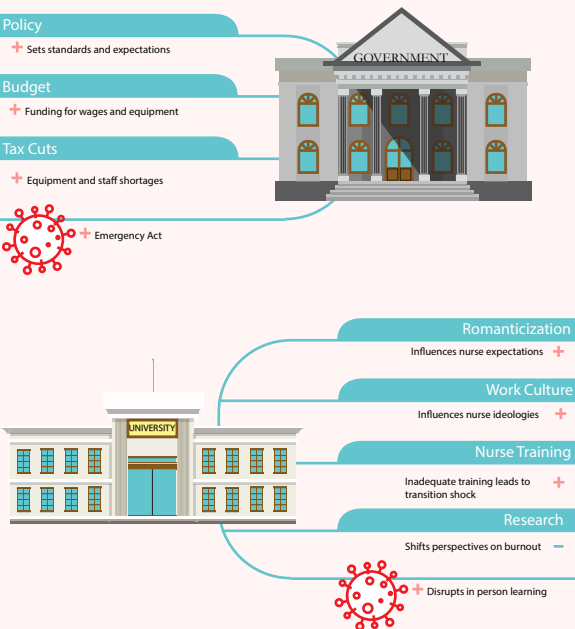
- Some positions have more tasks and expectations +
-

Nurses at higher risk of contracting covid and needing to quarantine +



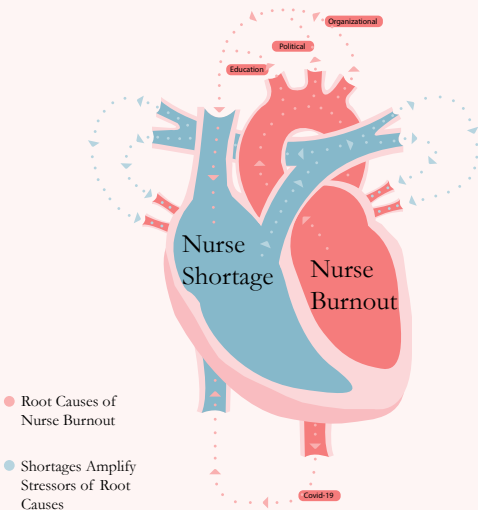
Education and Political Systems

The Education and Political systems more directly impact the Hospital system before translating into individual stressors for nurses



At the Heart of the Problem

A Vicious Feedback Loop Between the Root Causes of Nurse Burnout and Nurse Shortages



Nurses are leaving due to experiencing burnout which in turn leads to current nurses experiencing more stressors. This vicious feedback loop is signaling a critical failure in our healthcare system.

Major Root Causes

Lack of
support and
management



Hospital Organizational Processes

Not adequately
prepared for
workplace
stressors



Education & Training Gaps

Budget cuts
influence staff
reductions



Government Policies & Spending

Existing Solutions

Individual Strategies

- Mindfulness
- Meditation
- Self-care
- Access to therapy

Shortcomings

- When put forward on their own it puts the responsibility on nurses to solve this issue

Systemic Strategies

- Burnout recognized as syndrome by WHO
- Some countries provide paid leave for stress induced illnesses and mental health

Shortcomings

- Canadian government has yet to adopt any of these perspectives

Organizational Strategies

- Financial incentives
- Loan-forgiveness
- Safer work conditions
- Recognize burnout as a systemic problem

Shortcomings

- Financial incentives only mitigates some of the stressors experienced by nurses
- Although burnout is recognized as a systemic problem, not enough is being done to mitigate stressors

Levers of Change



Opportunities



Managerial support paired with consistent positive reinforcement and recognition will increase morale and self-efficacy and can reinforce feelings of engagement and personal accomplishment



New nurses are experiencing transition shock, which implies that there are discrepancies between what is taught in school and the workplace



All levels of government need to come together and recognize that nurse burnout in Canada is a public health crisis that will require systemic changes